Attachment 2

Wage Rate Determination

DTFASO-10-R-00142
Janitorial Service Contract
for
The Saint Croix Air Traffic Control Tower
Saint Croix, US Virgin Islands

WD 05-2553 (Rev.-9) was first posted on www.wdol.gov on 06/22/2010

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

Shirley F. Ebbesen Division of

Director Wage Determinations

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2553

Revision No.: 9

Date Of Revision: 06/15/2010

State: Virgin Islands

Area: Virgin Islands Statewide

01010 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I		**Fringe Benefits Required Follow the Occupational Listing**	
01011 - Accounting Clerk I		- 00111011	RATE
01012 - Accounting Clerk III 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 110051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk II 01112 - General Clerk II 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 10191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) II 01270 - Production Control Clerk 01300 - Receptionist 01301 - Secretary II 01312 - Secretary II 01313 - Secretary II 01313 - Secretary II 01313 - Secretary II 01313 - Travel Clerk II 01533 - Travel Clerk II 01613 - Word Processor II			
01013 - Accounting Clerk III 01020 - Administrative Assistant 010400 - Court Reporter 1101051 - Data Entry Operator I 01051 - Data Entry Operator II 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk II 01112 - General Clerk III 01113 - General Clerk III 01113 - General Clerk III 01114 - Messenger Courier 01191 - Order Clerk II 01192 - Order Clerk II 01262 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary II 01313 - Secretary III 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk II 01533 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor II 01613 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III			11.98
01020 - Administrative Assistant 01040 - Court Reporter 11001051 - Data Entry Operator I 1101052 - Data Entry Operator II 1101060 - Dispatcher, Motor Vehicle 1101070 - Document Preparation Clerk 1101090 - Duplicating Machine Operator 1111 - General Clerk I 11111 - General Clerk II 11113 - General Clerk II 1110112 - General Clerk III 1110112 - Housing Referral Assistant 1111 - Messenger Courier 1111 - Order Clerk II 1111 - Order Clerk II 1111 - Order Clerk II 1112 - Order Clerk II 1120120 - Personnel Assistant (Employment) I 1120120 - Personnel Assistant (Employment) II 1120120 - Personnel Assistant (Employment) II 1120120 - Production Control Clerk 1120120 - Receptionist 11200 - Rental Clerk 11301 - Secretary II 11312 - Secretary II 11313 - Secretary III 11314 - Secretary III 1140131 - Secretary III 115131 - Travel Clerk II 115133 - Travel Clerk II 115131 - Travel Clerk III 115131 - Travel			13.46
01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk II 01112 - General Clerk II 01113 - General Clerk III 01113 - General Clerk III 01110 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01206 - Personnel Assistant (Employment) I 01261 - Personnel Assistant (Employment) II 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary III 01312 - Service Order Dispatcher 01410 - Supply Technician 10420 - Survey Worker 01531 - Travel Clerk II 01533 - Travel Clerk III 01533 - Travel Clerk III 01533 - Travel Clerk III 01513 - Word Processor II 01613 - Word Processor II 01613 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III			15.08
01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk II 01112 - General Clerk III 01113 - General Clerk III 01102 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01301 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary III 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk III 01533 - Travel Clerk III 01533 - Travel Clerk III 01533 - Travel Clerk III 01531 - Word Processor II 01611 - Word Processor II 01613 - Word Processor III			16.97
01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk I 01112 - General Clerk II 01112 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk II 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary II 01313 - Secretary II 01313 - Secretary II 01314 - Supply Technician 01420 - Survey Worker 01431 - Travel Clerk II 01533 - Travel Clerk II 01533 - Travel Clerk II 01533 - Travel Clerk III 01534 - Word Processor II 01615 - Word Processor II 01616 - Word Processor III 01617 - Word Processor III 01618 - Word Processor III 01619 - Word Processor III 01610 - Word Processor III			15.46
01060 - Dispatcher, Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk I 01112 - General Clerk II 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01206 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) I 01263 - Personnel Assistant (Employment) II 01264 - Personnel Assistant (Employment) II 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary II 01313 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk II 01533 - Travel Clerk II 01533 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor II 01613 - Word Processor II 01613 - Word Processor II 01613 - Word Processor III			10.70
01070 - Document Preparation Clerk			11.66
Ol1090 - Duplicating Machine Operator 12			14.10
01111 - General Clerk I 01112 - General Clerk II 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk II 01532 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor II 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor IIII 01613 - Word Processor III 01613 - Word Processor III 01610 - Automotive Service Occupations			12.28
01112 - General Clerk II 01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary III 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Survey Worker 01410 - Survey Worker 01531 - Travel Clerk II 01532 - Travel Clerk II 01533 - Travel Clerk II 01611 - Word Processor II 01612 - Word Processor III 01613 - Word Processor III			12.28
01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) II 01269 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk II 01532 - Travel Clerk II 01611 - Word Processor I 01612 - Word Processor I 01613 - Word Processor III 01613 - Word Processor III			10.87
01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary II 01312 - Secretary III 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01440 - Survey Worker 01531 - Travel Clerk II 01532 - Travel Clerk II 01533 - Travel Clerk III 01613 - Word Processor II 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 01613 - Word Processor III			11.86
01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01613 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 01613 - Word Processor III			13.31
01191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor II 01612 - Word Processor III 01613 - Word Processor III 01613 - Word Processor III			17.25
Oll92 - Order Clerk II Ol261 - Personnel Assistant (Employment) I Ol262 - Personnel Assistant (Employment) II Ol263 - Personnel Assistant (Employment) III Ol270 - Production Control Clerk Ol280 - Receptionist Ol290 - Rental Clerk Ol300 - Scheduler, Maintenance Ol311 - Secretary I Ol312 - Secretary II Ol312 - Secretary III Ol320 - Service Order Dispatcher Ol410 - Supply Technician Ol420 - Survey Worker Ol531 - Travel Clerk I Ol533 - Travel Clerk II Ol533 - Travel Clerk III Ol611 - Word Processor I Ol612 - Word Processor II Ol613 - Word Processor III Ol613 - Word Processor III			10.52
01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01533 - Travel Clerk III 01613 - Travel Clerk III 01611 - Word Processor II 01612 - Word Processor III 01613 - Word Processor III			11.32
01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III			12.28
01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 01613 - Word Processor III			14.17
01270 - Production Control Clerk 01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III			15.92
01280 - Receptionist 01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III			17.83
01290 - Rental Clerk 01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III			18.52
01300 - Scheduler, Maintenance 01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III			11.30
01311 - Secretary I 01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations			9.80
01312 - Secretary II 01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations			13.80
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations			13.80
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations			15.46
01410 - Supply Technician 01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations			17.25
01420 - Survey Worker 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations			13.01
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations			16.97
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	01420	- Survey Worker	14.83
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	01531	- Travel Clerk I	11.37
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations			12.51
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations			13.79
01613 - Word Processor III 13 05000 - Automotive Service Occupations			10.45
05000 - Automotive Service Occupations	01612	- Word Processor II	11.70
	01613	- Word Processor III	13.17
05005 - Automobile Rody Repairer Fiberglass	5000 -	Automotive Service Occupations	
12000 Macomobile body Repairer, Fibergrass	05005	- Automobile Body Repairer, Fiberglass	14.80
05010 - Automotive Electrician 13	05010	- Automotive Electrician	13.41
	05040	- Automotive Glass Installer	12.55
	05070	- Automotive Worker	12.55
	05110	- Mobile Equipment Servicer	10.56
			13.73
			11.84

05190 - Motor Vehicle Mechanic	7 - 2	15.79
05220 - Motor Vehicle Mechanic Helper		10.69
05250 - Motor Vehicle Upholstery Worker		11.95
05280 - Motor Vehicle Wrecker		
		12.55
05310 - Painter, Automotive		13.14
05340 - Radiator Repair Specialist		12.55
05370 - Tire Repairer		8.13
05400 - Transmission Repair Specialist		13.73
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.74
07041 - Cook I		10.65
07042 - Cook II		
		11.82
07070 - Dishwasher		8.61
07130 - Food Service Worker		8.68
.07210 - Meat Cutter		12.79
07260 - Waiter/Waitress		7.86
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		13.43
09040 - Furniture Handler		8.90
09080 - Furniture Refinisher		
		12.21
09090 - Furniture Refinisher Helper		10.00
09110 - Furniture Repairer, Minor		11.10
09130 - Upholsterer		13.43
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		8.90
11060 - Elevator Operator		8.90
11090 - Gardener		12.53
11122 - Housekeeping Aide		9.24
11150 - Janitor		
	= "9	9.24
11210 - Laborer, Grounds Maintenance		10.63
11240 - Maid or Houseman		9.19
11260 - Pruner		9.60
11270 - Tractor Operator		9.60 11.50
11270 - Tractor Operator		11.50 10.63
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner		11.50
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations		11.50 10.63 10.26
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver		11.50 10.63 10.26
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician		11.50 10.63 10.26 17.50 14.83
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant		11.50 10.63 10.26 17.50 14.83 20.27
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant		11.50 10.63 10.26 17.50 14.83 20.27 20.27
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant		11.50 10.63 10.26 17.50 14.83 20.27
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist		11.50 10.63 10.26 17.50 14.83 20.27 20.27
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse III		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12073 - Licensed Practical Nurse III		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12073 - Licensed Practical Nurse III		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse II 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant I		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12165 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12165 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II 12222 - Nursing Assistant III		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12160 - Medical Record Technician 12161 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II 12222 - Nursing Assistant III 12223 - Nursing Assistant IV		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Clerk 12190 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II 12222 - Nursing Assistant III 12223 - Nursing Assistant IV 12235 - Optical Dispenser		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33 14.83
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12161 - Nuclear Medicine Technologist 1221 - Nursing Assistant I 12222 - Nursing Assistant III 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Clerk 12190 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II 12222 - Nursing Assistant III 12223 - Nursing Assistant IV 12235 - Optical Dispenser		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33 14.83 13.18
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12160 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nursing Assistant I 12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33 14.83 13.18 14.83 14.83 14.83 14.83 14.83 14.83 15.53
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Assistant 12130 - Medical Record Clerk 12190 - Medical Record Technician 12161 - Nuclear Medicine Technologist 1221 - Nursing Assistant I 12222 - Nursing Assistant III 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician		11.50 10.63 10.26 17.50 14.83 20.27 20.27 13.49 31.00 22.41 22.41 17.50 13.18 14.83 16.48 13.56 15.05 13.88 15.53 13.56 32.47 8.95 10.07 10.99 12.33 14.83 13.18

1231	- Registered Nurse I		18.43
	2 - Registered Nurse II		22.47
	B - Registered Nurse II, Specialist		22.47
	- Registered Nurse III		27.19
	- Registered Nurse III, Anesthetist		27.19
	5 - Registered Nurse IV		32.58
1231	- Scheduler (Drug and Alcohol Testing)		18.29
	Information And Arts Occupations		
13013	- Exhibits Specialist I		15.59
13012	2 - Exhibits Specialist II		19.22
13013	8 - Exhibits Specialist III		23.49
13041	- Illustrator I		15.59
13042	- Illustrator II		19.22
13043	3 - Illustrator III		23.49
13047	- Librarian		21.35
13050	- Library Aide/Clerk		11.90
13054	- Library Information Technology Systems		19.22
Admir	istrator		
13058	- Library Technician		11.17
13061	- Media Specialist I		13.88
13062	- Media Specialist II		15.59
13063	- Media Specialist III		17.29
13071	- Photographer I		13.88
	- Photographer II		15.70
13073	- Photographer III		19.43
13074	- Photographer IV		23.78
13075	- Photographer V		28.61
13110	- Video Teleconference Technician		13.88
14000 -	Information Technology Occupations		
14041	- Computer Operator I		12.50
14042	- Computer Operator II		14.00
	- Computer Operator III		15.63
14044	- Computer Operator IV		17.69
14045	- Computer Operator V		19.61
14071	- Computer Programmer I		21.27
	- Computer Programmer II		26.27
	1	(see 1)	
		(see 1)	
	- Computer Systems Analyst I		24.45
		(see 1)	
		(see 1)	
	- Peripheral Equipment Operator		12.50
	- Personal Computer Support Technician		19.33
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		23.85
	- Aircrew Training Devices Instructor (Rated)		27.62
	- Air Crew Training Devices Instructor (Pilot)		33.32
	- Computer Based Training Specialist / Instructor		23.85
	- Educational Technologist		32.20
	- Flight Instructor (Pilot)		33.32
	- Graphic Artist		22.34
	- Technical Instructor		17.53
	- Technical Instructor/Course Developer		21.45
	- Test Proctor		14.16
	- Tutor		14.16
	Laundry, Dry-Cleaning, Pressing And Related Occupa	ations	
	- Assembler		8.81
	- Counter Attendant		8.81
	- Dry Cleaner		9.70
	- Finisher, Flatwork, Machine		8.81
	- Presser, Hand		8.81
	- Presser, Machine, Drycleaning		8.81
16130	- Presser, Machine, Shirts		8.81

16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.29
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	9.11
19010 - Machine-Tool Operator (Tool Room)	19.08
19040 - Tool And Die Maker	
21000 - Materials Handling And Packing Occupations	22.27
21020 - Forklift Operator	10.60
21030 - Material Coordinator	13.68
	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	10.72
21071 - Order Filler	8.92
21080 - Production Line Worker (Food Processing)	13.68
21110 - Shipping Packer	11.39
21130 - Shipping/Receiving Clerk	11.39
21140 - Store Worker I	9.09
21150 - Stock Clerk	12.10
21210 - Tools And Parts Attendant	13.68
21410 - Warehouse Specialist	13.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.53
23021 - Aircraft Mechanic I	19.53
23022 - Aircraft Mechanic II	20.53
23023 - Aircraft Mechanic III	21.36
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	17.63
23060 - Aircraft Servicer	17.03
23080 - Aircraft Worker	17.88
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	8.43
23125 - Cable Splicer	
23130 - Carpenter, Maintenance	19.53
20100 Carpeneer, marinemance	
	18.75
23140 - Carpet Layer	17.59
23140 - Carpet Layer 23160 - Electrician, Maintenance	17.59 20.54
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	17.59 20.54 18.83
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II	17.59 20.54 18.83 19.72
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III	17.59 20.54 18.83 19.72 20.59
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	17.59 20.54 18.83 19.72 20.59 16.69
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53 17.93
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contditioning	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53 17.93
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53 17.59 19.53
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith II 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53 17.93
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	17.59 20.54 18.83 19.72 20.59 16.69 19.53 15.85 22.58 18.71 13.10 19.53 17.03 17.88 15.85 17.59 19.53 17.93 19.17
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29030 - Line Handler 29041 - Stevedore I 29042 - Stevedore II 17.59 16.69			17.59
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29042 - Stevedore II			17.59
	29041	- Stevedore I	16.69
	29042	- Stevedore II	18.59
	30000 -	Technical Occupations	

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30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	
	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.86
30022 - Archeological Technician II	15.28
30023 - Archeological Technician III	19.69
30030 - Cartographic Technician	18.56
30040 - Civil Engineering Technician	18.51
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	16.70
30063 - Drafter/CAD Operator III	17.35
30064 - Drafter/CAD Operator IV	20.52
30081 - Engineering Technician I	
30082 - Engineering Technician II	12.08
	15.27
30083 - Engineering Technician III	17.58
30084 - Engineering Technician IV	19.69
30085 - Engineering Technician V	26.64
30086 - Engineering Technician VI	32.43
30090 - Environmental Technician	18.46
30210 - Laboratory Technician	18.19
30240 - Mathematical Technician	18.51
30361 - Paralegal/Legal Assistant I	14.86
30362 - Paralegal/Legal Assistant II	18.46
30363 - Paralegal/Legal Assistant III	22.51
30364 - Paralegal/Legal Assistant IV	27.24
30390 - Photo-Optics Technician	
30461 - Technical Writer I	18.51
	18.56
30462 - Technical Writer II	23.16
30463 - Technical Writer III	28.04
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	17.29
Surface Programs	
30621 - Weather Observer, Senior (see 2)	18.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.88
31030 - Bus Driver	13.41
31043 - Driver Courier	11.68
31260 - Parking and Lot Attendant	8.53
31290 - Shuttle Bus Driver	
	12.62
31310 - Taxi Driver	10.96
31361 - Truckdriver, Light	12.62
31362 - Truckdriver, Medium	13.52
31363 - Truckdriver, Heavy	15.25
31364 - Truckdriver, Tractor-Trailer	15.25
99000 - Miscellaneous Occupations	
99030 - Cashier	8.32
99050 - Desk Clerk	10.01
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.88
99252 - Laboratory Animal Caretaker II	12.83
99310 - Mortician	22.74
99410 - Pest Controller	
	11.35
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	9.81
99711 - Recycling Specialist	11.77
99730 - Refuse Collector	9.00
99810 - Sales Clerk	10.72
99820 - School Crossing Guard	9.00
99830 - Survey Party Chief	12.58

99831 - Surv	reying Aide	10.96
99832 - Surv	reying Technician	15.00
99840 - Vend	ling Machine Attendant	11.82
99841 - Vend:	ling Machine Repairer	14.24
99842 - Vend:	ling Machine Repairer Helper	12.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies

as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.